

Course of Action

PRO

CON

COMMENTS

1. Inclusion of all CIA employees into the government-wide supplemental retirement plan with no special provisions for future CIARDS participation.

°Probably would be supported by Congress.  
 °Lack of special provisions for CIARDS would provide time for Agency to seek special legislation at a future date since no harm for several years to CIARDS types.  
 °No change of Congressional oversight jurisdiction for CIARDS.

°No special consideration for CIA Civil Service types.  
 °Risk of imposed provisions that are not compatible with Agency interests.  
 °Likely need for Agency to seek exemptions from incompatible features.  
 °Need to seek special provisions for CIARDS in future years with no assurance of Congressional environment at that time.

°Because we may not obtain support for our preferred positions, protection of existing CIARDS may ultimately require this approach.  
 °Eliminate chance for special consideration for CIA Civil Service types.  
 °Would not immediately affect CIARDS if enacted and would permit Agency to go for special legislation or special provisions in future.

2. Acceptance of inclusion of all CIA employees into the government-wide supplemental retirement plan with special provisions for future CIARDS employees.

°Probably would be supported by Congress.

°Whatever is enacted for CIARDS Supplemental sets stage for existing CIARDS. If inadequate TOTAL CIARDS PROGRAM COULD BE IN JEOPARDY.  
 °No special consideration of CIA Civil Service types.  
 °Risk that inadequate special provisions would be installed for CIARDS.  
 °Removes CIARDS jurisdiction from Intelligence Committee jurisdiction to general retirement oversight committees.

°Not acceptable since could place CIARDS interests in extreme jeopardy.  
 °Senate and House Intelligence Committees could be expected to oppose change of jurisdiction.

REVIEW AND EVALUATION OF POSSIBLE  
LEGISLATIVE APPROACHES FOR SUPPLEMENTAL RETIREMENT FOR CIA PERSONNEL

<u>Course of Action</u>	<u>PRO</u>	<u>CON</u>	<u>COMMENTS</u>
3. Seek amendment to CIARDS Act adding a supplemental retirement plan to cover CIARDS types; seek special provisions for CIA Civil Service types in government wide retirement plan.	<p>RE: CIARDS TYPES</p> <ul style="list-style-type: none"> <li>Place CIARDS employees in same system and under same legislative jurisdiction as current CIARDS since circumstances of employment are the same.</li> <li>Legislative oversight would remain with the Senate and House Intelligence Committees.</li> </ul> <p>RE: CSR TYPES</p> <ul style="list-style-type: none"> <li>All new CIA employees (including future CIARDS members) will be covered under a civil-service type supplemental plan.</li> <li>If passed, arguments would have been accepted that Agency Civil Service employees work under impositions and conditions quite different from regular government Civil Service.</li> </ul>	<p>RE: CIARDS TYPES</p> <ul style="list-style-type: none"> <li>Since future CIARDS members will only be eligible for CIARDS after approximately six to eight years after EOD, some reluctance can be expected from Congress to sponsor special CIARDS legislation they see as not really needed for several years.</li> </ul> <p>RE: CSR TYPES</p> <ul style="list-style-type: none"> <li>Run risk of Congressional rejection of special provisions for CIA Civil Service types and inclusion in as yet unknown general provisions applicable to government employees at large.</li> </ul>	<p>RE: CIARDS TYPES</p> <ul style="list-style-type: none"> <li>Timing may be good now to get support for a CIARDS amendment to establish the system even though not eligibles for six-eight years.</li> <li>If turned down now, can still try again in future since all new people will be in Civil Service type system until eligible.</li> </ul> <p>RE: CIVIL SERVICE TYPES</p> <ul style="list-style-type: none"> <li>Arguments should be made supporting some special consideration for CIA CSR types, including fact future CIARDS people among them who are serving abroad, under cover, etc. while getting qualifying service for CIARDS</li> <li>If not successful, we would have to accept coverage same as regular CS.</li> </ul>

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4. Seek legislation to establish a separate supplemental retirement plan covering all new Agency employees (both CSRS and future CIARDS types).

PRO

- °An independent DCI managerial plan covering all CIA personnel would provide a system that is tailored to the special overall needs of CIA - both as regards CSR and future CIARDS personnel.
- °Remove oversight of OPM and OPM rules and regulations applicable to government-wide system.
- °Probably place oversight of system with Congressional Intelligence committees rather than the Senate and House Retirement Committees.

CON

- °Would require strong Administration and Congressional support.
- °No expectation of Congressional Administration support for such legislation while they are pursuing general legislation on retirement.
- °Would require increased staffing in Office of Personnel to support entire CIA population.

COMMENTS

- °Acceptable-Theoretical: most preferred approach but may be impracticable under existing circumstances.
- °Should broach subject informally with Senate and House Intelligence Committees and Administration and seek their advice.
- °Expect no support for this approach.
- °Hold concept for consideration in later years when it appears feasible as regards Congressional support.